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## UA3/4 Informational Notes

WKU President's Office

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Miss Sara Syfer, Director  
Division of Library Services



## INFORMATIONAL NOTES

from

Office of the President

Vol. 3, No. 2

September 24, 1971

### A NOTE OF APPRECIATION

The beginning of a school year is recognized as a University-wide endeavor, requiring the cooperative and coordinated efforts of all segments of the University community. The smoothness and efficiency which have characterized orientation, registration, and the commencing of classes reflect careful planning, enthusiastic participation, an attitude of helpful understanding, and an abundance of hard work. I wish to take this opportunity to express appreciation for the many ways each individual has contributed to this successful beginning.

### ENROLLMENT

The enrollment for the 1971 fall semester, as reported by the Registrar, Mr. Rhea Lazarus, on September 10, is 11,432. This compares with 10,737 for the fall term last year.

As emphasized previously, it is imperative that each member of the faculty makes certain that the official class roll carries the name of each student attending his or her class.

### TDEA--OCTOBER 8

Western will host the annual meeting of the Third District Education Association on Friday, October 8. The meeting begins with the General Session at 9 a.m. in the E. A. Diddle Arena. Classes will not be dismissed; however, it is hoped that faculty and staff members will serve as hosts to our visitors and will attend departmental meetings and other sessions whenever possible.

### HOMECOMING

Homecoming, one of the highlights of the year, will be held Saturday, October 16. A detailed schedule of events will be provided by the Office of Public Relations, and you are requested to serve as an official host for all the activities which you can attend.

### AUTOGRAPHING PARTY

Western is pleased to host an autographing party for KENTUCKY: A PICTORIAL HISTORY, edited by J. Winston Coleman, Jr. You are invited to meet Mr. Coleman and representatives of the University Press of Kentucky at this event, scheduled for 2 to 4 p.m. in the Kentucky Building.

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Five members of Western's faculty and staff--Dr. Kenneth W. Clarke, Dr. Lowell H. Harrison, Miss Julia Neal, Dr. J. Crawford Crowe, and Mr. Gayle Carver--made significant contributions to the publication.

## STATUS REPORT ON PRICE AND WAGE FREEZE

A statement was made at the official convocation for faculty and staff on August 20 regarding the price and wage freeze as it affects employees of Western Kentucky University. The University-wide meeting held on September 16 was for the purpose of reporting to you on further developments in this important matter. At that time we also engaged in a question-and-answer session, with the opportunity for open discussion by those interested in any aspect of the price and wage freeze.

Periodic meetings have been held with the deans of each college and with other administrative heads, requesting that they utilize existing channels of communication in keeping all segments of the University informed. The circumstances as they now exist are reflected in the following statements:

1. All University employees are affected alike in that the effective date for salary increments is uniformly set on August 16.
2. As we approached the time for payrolls to be submitted to the Department of Finance, the Business Office staff was instructed to prepare payrolls based on both the old and the new salaries.
3. It was concluded at the last moment that to avoid delay in the issuing of checks the payroll must reflect the prior year's salary.
4. This should not be construed that an irrevocable or final decision has been made or that the case is closed. Neither do I want to arouse your hopes with regard to the future. Let me emphasize here that we intend to pursue the matter as professionally, positively, and aggressively as possible. In doing so, we will protect the integrity of the University and its employees.
5. In submitting the payroll, considered judgments were made on cases which were allowable under the law. These included:
  - A. Promotions
    1. Advancement in faculty rank
    2. Attainment of a higher degree
 

Earning of a higher degree will be interpreted as a promotion, and the attending higher salary may be paid if there existed a commitment prior to August 14.
  - B. Equity adjustments
 

Salary adjustments made as a result of comparable wage studies pursuant to other federal laws may be implemented.
6. The question which is frequently asked is, "What happens after November 12, or how will we be affected under Phase II?"



Let me respond by saying that there are a number of people--Dr. Thompson, members of our Board of Regents, Dr. Cravens, Mr. Largen, and numbers of others who have worked too hard, too long to try to improve the salaries at Western for us to drop that fight in face of this setback. We are still engaged in a continued effort to get relief in Phase I; and I say to you without reservation that whatever flexibility we are afforded under the conditions of Phase II, we will seek with every decent means at our disposal to place in your hands the salary which was quoted to you in your letter of appointment. It has been stated that the conditions and guidelines for Phase II are to be announced by mid-October.

In conclusion, let me express to you my personal thanks and the appreciation of the University for the attitude of understanding and professionalism that has prevailed on the part of practically every employee at the University. Admittedly, none of us like the situation in which we find ourselves. However, you are to be commended for your acceptance of the fact that the University is going to do everything possible to fulfill its obligation to you in terms of meeting the conditions outlined in our agreement of employment.

The following persons have been asked to serve on a special advisory committee on the wage and price freeze: Mr. Harry Largen, Mr. William E. Bivin, Co-chairmen; Dr. Lowell H. Harrison, Dr. Eugene Evans, Dr. John D. Minton, and Dr. Raymond L. Cravens.

Dero G. Downing